

McCollum Stands with Workers to Protect the Right to Organize



Rep. McCollum with union members from the International Union of Painters and Allied Trade.

Employee Free Choice Act

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The opponents of organized labor continue to work to undermine the right of working men and women to stand together to form a labor union. The Employee Free Choice Act (H.R. 800) is legislation that advances workers' rights and was strongly supported by Congresswoman McCollum. H.R. 800 passed the U.S. House on March 1, 2007 by vote of 241-185 with the support of Democrats and Republicans.

Rep. McCollum strongly supports the rights of workers to form a union and negotiate with employers for better wages and benefits such as healthcare and retirement. The Employee Free Choice Act does not abolish the National Labor Relations Board (NLRB) process – the process is still available. This legislation simply allows workers to form a union through majority sign-up if a majority of workers prefers that method. The current law gives employers, not

workers, the power to determine how a union is formed. Rep. McCollum feels that is not fair to workers.

An example of why the Employee Free Choice Act is needed is provided by the U.S. House Committee on Education and Labor:

"Research has found that coercion and pressure actually drop – from both sides – when workers form a union through a majority sign-up process. Beyond this, harassment by unions is not the problem. In a study of a more than 60-year period, the Human Resources Policy Association listed 113 NLRB cases which they claimed involved union deception and/or coercion in obtaining authorization card signatures. Careful examination of those cases, however, reveals that union misconduct was found in only 42 of those 113 claimed cases. By contrast, in 2005 alone, over 30,000 workers received back pay from employers that illegally fired or otherwise discriminated against them for their union activities."